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Archives of Venturi Scott Brown Associates Coming to Penn

World-renowned architects and planners Robert Venturi and Denise Scott Brown have donated the archives of Venturi Scott Brown Associates (VSBA) to Penn's Architectural Archives.

The VSBA archives consist of project records, including drawings, models, reports, manuscripts, correspondence and other related material. Also included are teaching records of Mr. Venturi and Ms. Scott Brown at Penn and other institutions.

In announcing the gift, President Amy Gutmann said, "We are absolutely thrilled to have the Venturi Scott Brown Associates' archives at Penn. The University has had a long and productive association with both the firm and Denise and Bob. We are proud to have them as part of the Penn family, and we look forward to sharing the records of their world-renowned work with students, faculty and scholars for generations to come."

Robert Venturi, founding principal of VSBA, and Denise Scott Brown are architects, planners, urban designers, theorists, writers and educators whose work and ideas have influenced architects and planners worldwide. They derive their reputation from both their architecture and their theoretical and critical writings.

Mr. Venturi has received the Pritzker Architectural Prize and Ms. Scott Brown the Topaz Medallion and both the Presidential National Medal of the Arts. Their books, *Complexity and Contradiction in Architecture* by Mr. Venturi and *Learning from Las Vegas* by Mr. Venturi, Ms. Scott Brown and Steven Izenour, continue to be architectural best-sellers and have been translated and published in numerous languages.

Mr. Venturi is a Fellow of the American Institute of Architects and an International Fellow of the Royal Institute of British Architects. Ms. Scott Brown is a member and an International Fellow of the Royal Institute of British Architects.

The VSBA gift makes Penn the center for research on the work of these two significant architects and planners, and it furthers the active collection at Penn of the records of the "Philadelphia School," the designers and thinkers who made Penn the leader in architectural theory and practice in the 1950s and '60s and made Philadelphia the center of these activities.

"The VSBA archives are a true international treasure," PennDesign Dean Gary Hack said. "They chronicle 40 years of leading architectural and planning ideas, and will be an inspiration to generations of students at Penn and scholars from around the world."

Mr. Venturi and Ms. Scott Brown have had long Penn relationships. Ms. Scott Brown earned two master's degrees at Penn, one in city planning in 1960 and another in architecture in 1965. Both she and Mr. Venturi were awarded honorary degrees by the University, he in 1980 and she in 1990. Both have served on the faculty of GSFA—now PennDesign—and both have served as Penn overseers, Mr. Venturi at PennDesign and Ms. Scott Brown at the Library.

VSBA has been responsible for a number of



Denise Scott Brown and Robert Venturi

architectural and campus planning commissions at Penn. Among them are the Clinical Research Building, the restoration of Fisher Fine Arts Library, the Roy and Diana Vagelos Laboratories and, most recently, planning and design of alterations and additions to some of Penn's major historical buildings: Houston Hall, Logan Hall and Irvine Auditorium, and Perelman Quadrangle.

In making their gift, Denise Scott Brown and Robert Venturi said, "Given the great breadth, depth and relevance to our work of the collections in Penn's Architectural Archives and given the skilled techniques the Archives staff apply to nurturing them and making them available, the ample physical facilities for research and study provided in the Library building and the cordial welcome researchers, local and global, receive when they visit or write, we feel we could not have chosen a better home for our life's work."

Computational Neuroscience

The University of Pennsylvania has been selected to receive one of the first awarded NIH Training Grants in Computational Neuroscience. The award will support a dedicated undergraduate program that combines training in neural computation with experimental neuroscience, a Ph.D. pre-doctoral training program, and an annual intensive 12-week summer training program/course for undergraduates.

Penn is one of only two institutions to receive funding for all three training components.

The program involves interactions with six neighboring institutions: Drexel University, Temple University, Swarthmore College, Haverford College, Bryn Mawr College and Lincoln University.

There are 21 Penn faculty who span the School of Engineering and Applied Science, the School of Medicine, and the School of Arts & Sciences.

"Our program is unique in exposing students to clinical application and translation. This is an opportunity to distinguish ourselves nationally as leaders in training the next generation of computational neuroscientists," said Dr. Leif Finkel, professor of bioengineering, SEAS.

\$2.8 Million for Systems Biology

The University of Pennsylvania was awarded a \$2.8 million grant as one of three national centers for Systems Biology by the National Heart, Lung, and Blood Institute of the NIH.

The three-year project will focus on "Blood Systems Biology" and is headed by Dr. Scott L. Diamond, Arthur E. Humphrey Professor of Chemical and Biomolecular Engineering and Bioengineering; Associate Director and Charter Member, Institute for Medicine and Engineering; Director, Biotechnology Program; and Director, Penn Center for Molecular Discovery.



Scott Diamond

The Cluster Team will deploy integrative and hierarchical computational models and experimental studies to predict spatial-temporal processes in mouse and human blood under hemodynamic conditions. An interdisciplinary team of faculty from the School of Engineering and Applied Sciences includes Drs. Daniel Hammer (bioengineering), Talid Sinno (chemical and biomolecular engineering) and George Biros (mechanical engineering and applied mechanics) along with Dr. Skip Brass (medicine and pharmacology) and Dr. Mark Kahn (cardiovascular medicine) from the School of Medicine. The team has expertise in experimental and computational hemodynamics, platelet biology, coagulation and protease biochemistry, continuum/stochastic simulation, robotic automation, and knockout mice for thrombosis research.

"Blood is ideal for Systems Biology research since it is easily obtained from donors or patients, amenable to high throughput liquid handling experiments, and clinically relevant," said Dr. Diamond. "Better elucidation and quantitative simulation of blood reactions and platelet signaling pathways under hemodynamic conditions are directed at clinical needs in thrombosis risk assessment, anti-coagulation therapy, platelet targeted therapies, and stroke research," he added.

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SENATE

The following is published in accordance with the Faculty Senate Rules.

Among other purposes, the publication of SEC actions is intended to stimulate discussion among the constituencies and their representatives. Please communicate your comments to Sue White, executive assistant to the Senate Office, either by telephone at (215) 898-6943, or by e-mail at senate@pobox.upenn.edu.

Faculty Senate Executive Committee Actions

Wednesday, November 8, 2006

Approval of the Minutes: The minutes for the October SEC meeting were approved pending modifications.

Chair's Report: Faculty Senate Chair Vincent Price presented all SEC members with a *Faculty Senate Manual for 2006-07*. Dr. Price updated SEC on the ongoing excellent work of the Senate Committees; they are all meeting regularly and working hard. Future SEC meeting topics were presented: December featuring Maureen Rush, Vice President of Public Safety, with updates from the President and Provost. Dr. Steven J. Fluharty, Vice Provost for Research, and Anne Papageorge, Vice President of Facilities and Real Estate Services, will possibly be visiting SEC in the spring. Dr. Price reminded faculty to support the Penn's Way Campaign.

Past Chair's Report: Faculty Senate Past Chair Neville Strumpf announced that she was out of town for the Academic Budget and Planning Committee meeting. Dr. Strumpf was told that the Academic Budget and Planning Committee looked at the "Just Cause" Procedures that SEC approved at the May meeting. Dr. Strumpf will report the results of this to SEC at the next meeting.

Faculty Information System: Phase 2 Update. Barney Lentz, Director of Institutional Research and Analysis updated the Executive Committee on the status of the Faculty Information System. Phase 1, completed on June 1, took existing faculty information collected manually and automated it. Phase 1 was only accessible by the Provost's office. Phase 2, released in September, took that information and expanded access to representatives in all 12 schools.

Discussion and Overview from Associate Provost: Andy Binns, Associate Provost, led a discussion concerning top issues, in his new role, as he oversees graduate and undergraduate education. "Graduate Supervision"—guidelines for students, faculty and administrators at the University of Pennsylvania was distributed and discussed as a tool to promote good working relationships and "best practices." A *Handbook for Students* concerning ethics and original research was distributed defining and promoting academic integrity. Interdisciplinary education, tuition issues, family friendly policies and online grading, were identified as important student concerns. *Distinguished International Scholars*, and *Ideas in Action* are interesting scholar programs that faculty might want to promote.

Senate Nominating Committee: SEC voted to select the members of the Nominating Committee.

Poverty, Racism, and Crime in West Philadelphia and What Should Penn do to Democratically Overcome Them?

A new interdisciplinary faculty-student research seminar, *Poverty, Racism, and Crime in West Philadelphia and What Should Penn do to Democratically Overcome Them?* (CPLN 506/URBS 403) will have a unique structure and significant academic resources to study a real and vibrant community, West Philadelphia. From the Schuylkill River to 63rd Street, to Hook Road in Eastwick to City Line in Overbrook, this is an area of about 30 square miles, more than 210,000 residents, and more than 55,000 jobs.

Faculty from across the University are currently collaborating in this seminar, which will analyze the area as an ecological system and suggest policies that Penn can initiate to reduce poverty, racism and crime.

There will be six core instructors (A.R. Tomazinis, Henry Teune, Ira Harkavy, Lee Benson, Van McMurtry, and Richard Gelles), who will be supported by over two dozen collaborating scholars from Penn, as well as professionals from the City and a number of community leaders. At a recent meeting of collaborating faculty, Dr. Tomazinis stressed, "this seminar is designed to bring together some of Penn's best minds, both faculty and students, to work with members of the community to help solve enormously complex problems facing much of West Philadelphia."

The approach of the faculty-student research seminar will be a mix of in-class lectures and dialogues and field work by student teams, focused on five specific communities and two systemic community-wide systems, services and processes. The six teams—with the support of seminar faculty and two or three of the collaborating scholars—will research their subject matter and present a mid-semester report. The students will also present and discuss their findings of the problems and recommendations

for problem alleviation at a final jury. Through the Office of the Vice President for Government and Community Affairs, the recommendations proposed by the seminar will be submitted to President Amy Gutmann for consideration and action.

The students are expected to spend considerable time in the field, visiting the target community and meeting with community and City officials. Each team will arrange additional meetings among themselves, and additional readings pertinent to their subject matter. The faculty of the seminar will assign weekly readings and will be available for consultation.

This interdisciplinary seminar will be a mix of actual field research work undertaken by the participating students under the guidance of experienced faculty members and theoretical discussions in the classroom with teams of faculty members.

The seminar will be divided into two time periods and two focus points. The first period of six weeks will focus on classroom theoretical discussions and data collection and analysis. The second period of six weeks will be devoted to discussion of proposals for improvements in the study area. At the end of each period there will be presentations of the students' work, findings and proposals.

Faculty interested in participating are encouraged to contact any of the seminar's core faculty or Jason Min, the Center for Community Partnership's academically-based community service coordinator, and the seminar's TA at (215) 898-4704 or e-mail him at minjason@gmail.com.

—Anthony Tomazinis, Professor Emeritus,
City and Regional Planning

—Ira Harkavy, Associate Vice President, &
Director, Center for Community Partnerships

Death

Dr. Garito, Physics and Astronomy



Anthony Garito

Dr. Anthony F. Garito, professor emeritus of physics, died November 1, at the age of 67.

Born in New Rochelle, New York, he earned his B.S. in 1962 at Columbia University. In 1965 he came to Penn as an advanced research projects pre-doctoral research fellow. He obtained his Ph.D. in chemistry from Penn in 1968 and spent the next two years here as a research associate. Remaining at Penn, Dr. Garito joined the faculty in 1970 as an assistant professor of physics. He was promoted to associate professor in 1973 and five years later became full professor.

Nobel Prize recipient Dr. Alan Heeger, who had taught physics at Penn for over 20 years, wrote that Dr. Garito introduced him to tetracyanoquinodimethane (TCNQ); "I brought him into my research group for post-doctoral research. We worked together from 1970 through 1975 on the metal-physics of TTF-TCNQ and on the discovery of the Peierls instability in quasi-one-dimensional p-stacked molecular crystals."

Dr. Garito was elected a Fellow of the American Physical Society in 1999; he was chosen for his "contributions to the understanding of enhancement mechanisms for second- and third-order nonlinear optical processes in organic and polymer structures."

Dr. Garito had also served as a visiting professor at the University of Paris, in France, and at the Frontier Research program at the Institute for Physical and Chemical Research in Japan.

He became an emeritus professor in 2002.

Dr. Garito also held numerous consulting and advisory positions during his tenure at Penn. He served on many committees for events and organizations such as the Conference on Magnetism and Magnetic Materials; the Lake Arrowhead Conference on One Dimensional Organic and Inorganic Conductors; the SPIE Annual Conference; the Materials Research Council of Advanced Research Projects Agency and the U.S. Energy Research and Development Agency. He also served on the advisory board for *Non-linear Optics*. In the 1970s, Dr. Garito served as a consultant to Pennwalt Chemical Co., DuPont, Hughes Corp. and, in the 1980s, he served as a consultant to U.S. Industries.

Dr. Garito's research focused on nonlinear optical phenomena at fast and ultrafast timescales, complemented by studies in many-body effects and material physics. He authored numerous publications on the findings of his research.

Dr. Garito is survived by his wife, Juliette; children, Anthony LeBaron, Michael James and Mary Liana; grandchildren, Mia Juliette, Sage Michael and James Nicholas; and siblings, Ann DiMaggio, Grace Danielsen, Frank and Jim Garito.

Contributions can be made to The Lymphoma & Leukemia Society, #2 International Plaza, Suite 245, Ridley Park, PA 19078.

To Report A Death

Almanac appreciates being informed of the deaths of current and former faculty and staff members, students and other members of the University community. Call (215) 898-5274.

Agenda for University Council Meeting

Wednesday, November 15, 2006,

4 p.m., Bodek Lounge, Houston Hall

- I. Approval of the minutes of October 18, 2006. 1 minute
- II. Follow-up comments or questions on Status Reports. 5 minutes
- III. Discussion of Interdisciplinary Education. 30 minutes
- IV. Discussion of Student Health Services. 30 minutes
- V. Open Forum.
 - A. Diversity in Athletics. 3 minutesTo place an item on the agenda for the next Open Forum, submit it to Vince Price, Steering Committee Chair, senate@pobox.upenn.edu by November 29, 2006.
- VI. Adjournment.

Director of Community Housing: Oluwatoyin Adegbite Moore

Oluwatoyin Adegbite Moore has joined the Division of Business Services as Director of the Office of Community Housing. Ms. Adegbite-Moore will oversee the programs that provide assistance to Penn faculty and staff looking to purchase homes in West Philadelphia, including the Enhanced Mortgage Program and the Guaranteed Mortgage Program. The Office of Community Housing also develops programs to educate the Penn community on various aspects of home ownership, including regular workshops and an annual Housing Fair.



Toyin Adegbite Moore

Prior to joining Penn, Ms. Adegbite Moore managed a consulting practice focusing on helping non-profit organizations develop strategic plans and build internal operations. She was also the President of Social Venture Partners Delaware, a Wilmington-based venture philanthropy organization. She has a particular expertise in affordable housing programs and private/public partnerships.

"Toyin possesses strengths in areas that are key to the continued success of the Office of Community Housing, including program evaluation, partnership building and community relations," said Marie Witt, vice president of Business Services. "Along with these skills, she brings solid budget management experience. We are thrilled to have her on our team."

Ms. Adegbite Moore is a graduate of Calvin College in Grand Rapids, Michigan, where she received a B.A. in political science and French. She currently serves on the trustee board of the Calvin College Alumni Association. She also holds a certificate from the Center on Philanthropy at Indiana University-The Fund Raising School.

With its significant University financial responsibilities, the Office of Community Housing falls under the direction of Pete Sepe, director of fiscal operations for Business Services.

For info on Community Housing see www.upenn.edu/communityhousing or call (215) 898-7422.

Nominations: Boettner Chair

Applications and nominations for a tenured faculty member to hold the Boettner Chair are being sought.

The candidate must have a strong interest in analyzing relationships between the economic wellbeing of the elderly, and their social, legal, psychological, physical, and/or environmental wellbeing. It is anticipated that the Boettner Professor will carry out research pertinent to economic security and quality of life in an aging society. The Chair will reside in the School of Arts and Sciences, the Wharton School, or another school in the University as appropriate.

Applications are now being accepted. Review of applications will begin January 15, 2007 and continue until the position is filled.

Please forward a letter of interest and CV to:

Office of the Deputy Provost
Boettner Chair Search Committee
120 College Hall
University of Pennsylvania
Philadelphia, PA 19104-6303

E-mail: boettner@pobox.upenn.edu.

Penn is an affirmative action/ equal opportunity employer, www.upenn.edu/affirm-action.

Interim Institutional Compliance Officer: Lauren Steinfeld



Lauren Steinfeld

Lauren Steinfeld, Chief Privacy Officer, has agreed to serve as the Interim Institutional Compliance Officer following Alice Tangredi-Hannon's resignation this past September. Over the past five years, Ms. Steinfeld has provided "outstanding leadership in developing and advancing Penn's privacy agenda," said Mary

Lee Brown, associate vice president for Audit, Compliance and Privacy.

Ms. Steinfeld was the first Chief Privacy Officer appointed in the higher education industry and was recently cited in *Educause* magazine as one of the "pioneers who have helped to define that [CPO] role." Through her efforts and those of her collaborators, Penn's privacy model is recognized as a benchmark in higher education.

Ms. Steinfeld and the assistant compliance officer, Linda Yoder, will continue to advance the institutional compliance function by leading periodic evaluation of compliance activities, coordinating and leveraging approaches to compliance, educating the community about general and specific compliance challenges, and promoting and managing Penn's confidential reporting line: 1-888-BEN-TIPS.

Ms. Steinfeld previously served as associate chief counselor for privacy in the Executive Office of the President in Washington D.C. Prior to that, she was an attorney advisor to Commissioner Mozelle W. Thompson at the Federal Trade Commission. She was also a litigation associate with Morrison and Foerster, a Washington, D.C. based law firm. Ms. Steinfeld graduated Phi Beta Kappa and *magna cum laude* from the College at Penn in 1989 and received her J.D. from NYU School of Law in 1992.

Penn Genomics Institute Interdisciplinary Collaboration Phased Seed Grants

The Penn Genomics Institute (PGI) is pleased to announce seed grant commitment to the development of interdisciplinary research in Genome Sciences. The seed grant program will support interdisciplinary teams in two phases with the goal of facilitating the development of the field of genomics at Penn. Grants will not be given to support extensions of ongoing research programs.

Emphasis will be placed upon novel development in the following areas:

- Complex system genomics
- System-level computational modeling and analysis
- Single-cell and live cell genomics
- Sensing technology and high-throughput technology development
- Application of genomic science to translational research

The deadline for Phase I is December 8, 2006. Please refer to the PGI website at www.genomics.upenn.edu/resources/seed_announce2.htm for the full program announcement.



Information Technology Audit Director: Stephen Stines

Stephen Stines has been appointed Director of Information Technology Audit, in the Office of Audit, Compliance, and Privacy, effective November 13. Mr. Stines is responsible for providing leadership to the IT Audit team, developing and executing the annual IT audit plans, and leading interactions with IT management throughout the



Stephen Stines

University and Health System. Mr. Stines brings to the position over 20 years of experience in information technology and consulting at Penn and other organizations. For more than eight years he served the Division of Finance as Director of Financial Systems and subsequently as IT Senior Director. He provided leadership and operational management for many aspects of information technology, applications, and support services both for the division and for the offices of the Executive Vice President, Budget & Management Analysis, and Investments, and served as Program Manager for the multi-year FinMIS to BEN Financials conversion.

Previously, Mr. Stines served as manager at KPMG, LLP, where he was responsible for a team of functional analysts during the design and implementation of Oracle's suite of financial applications; and as a senior project leader with Penn's Office of Information Systems and Computing during the implementation of FinMIS and the university-wide effort to reduce the costs of administrative services. He received his B.A. in computer science from LaSalle University in 1984 and his M.S. in organizational dynamics from Penn in 1997.

Speaking Out

Child Care Concerns

I am e-mailing in response to the recent article in the Penn *Almanac* regarding the *Child Care Survey Report*.

As I made clear in my response to that survey, I felt as if it had been designed with a predetermined outcome (i.e., to increase funding to the Penn Children's Center). I am not sure that this outcome is the best use of University resources in this fundamentally important area of policy. The Penn Children's Center may be the right fit for some families but I am requesting that the University seriously consider whether a school-run monopoly on subsidized child care is an appropriate or efficient use of scarce resources. To help in making this judgment, I would encourage the University to gather data on the following questions:

1) How many children of University employees are served by each of the nearby child care centers (i.e., Caring Center, Parent Infant Center, St. Mary's, Infant Friendship Center, Families First)?

2) What is the size of the waiting list at those centers in relation to the Penn Children's Center?

3) Where do University staff receiving childcare subsidies enroll their children? The Penn Children's Center doesn't seem to serve this important community as well as other nearby centers.

4) Could more University employees' children be aided with no increase in budget if subsidies were extended to expand other nearby centers instead of the Penn Children's Center? For example, why not provide Parent Infant Center a no-cost lease to University owned but unused space in the former University City New School?

And to consider the following two policy options:

- Extending the University's discount to its employees whose children are enrolled in other centers that meet the same quality standards (i.e., accreditation, 4 stars)
- Instead of expanding the University's

own Center, follow the Harvard model and provide free real estate to community centers thereby serving more children with a more diverse set of childcare offerings at a reduced cost.

—Witold (Vit) Jerzy Henisz, Associate Professor of Management, Wharton

Response

Dr. Henisz's thoughtful letter identifies several important aspects related to the overall question of the adequacy of child care spaces in University City and the Philadelphia area. The child care survey undertaken last spring was the first time Penn had ever surveyed its employee population (both staff and faculty) on this subject. The survey was designed to inform us of the needs, priorities and preferences of our employees. The survey results confirmed our view that there is substantial unmet need for child care spaces. The first steps taken are those we could take quickly. As Penn owns the Penn Children's Center, we were able to move quickly to add more spaces and to extend the hours of operation.

Penn has and will continue to partner with community and neighborhood groups who provide child care services. For example, Penn has a long standing relationship with The Caring Center at 31st and Spring Garden, facilitated their prior expansion, and most recently helped to reduce their operating costs. Similarly, Penn has had a long term relationship with the Parent Infant Center.

We are now exploring opportunities to pursue beneficial partnerships with other child care providers to assist Penn employees in finding effective solutions to their diverse needs. We greatly appreciate the feedback from members of the Penn community as we consider what additional steps we can take.

—Janice Bellace, Deputy Provost

—Jack Heuer, Vice President, Human Resources

Speaking Out welcomes reader contributions. Short, timely letters on University issues will be accepted by Thursday at noon for the following Tuesday's issue, subject to right-of-reply guidelines. Advance notice of intention to submit is appreciated. —Eds.

Thanksgiving Break Safety and Security: Special Checks

Dear Students, Faculty and Staff:

Thanksgiving Break 2006 (5 p.m. Wednesday, November 22, 2006, through 7 p.m. Sunday, November 26, 2006) is approaching quickly. Traditionally, this is a time of lower occupancy and greater opportunity for crime. Therefore, we need to be more safety and security conscious.

In order to reduce the opportunity for crime (criminal mischief, burglaries, etc.), the Division of Public Safety is again offering to conduct Special Checks of Residential Properties during the following time frame: 5 p.m. Wednesday, November 22 to 7 p.m. Sunday, November 26.

Students, faculty and staff who live within the following geographical boundaries—Schuylkill River to 43rd Street and Baltimore Avenue to Market Street—may list their residence with the Penn Police Department for Special Checks during the period it will be vacant.

Penn Police officers will periodically check the exterior of the property for signs of criminal activity or security breaches. If any are discovered, the officers will take appropriate action ranging from arresting the perpetrator to conducting an interior check of the property with subsequent notification to the listed occupant.

If you would like to list your residence for Special Checks during Thanksgiving Break, please pick up an application at the Penn Police Headquarters, 4040 Chestnut Street. You need to complete and return the application prior to vacating the premise. Or, you may request Special Checks via the web. Complete the application form on the Public Safety website at www.publicsafety.upenn.edu and go to "Online Forms" and follow the instructions to submit.

Wishing you delicious food and quiet moments with family and friends,

—Patricia Brennan, Division of Public Safety

Thanksgiving Food Drive: Now Through November 20

You too can make a contribution to help out during the Thanksgiving holidays. Please join the Annual Penn Volunteers In Public Service Food Drive. Your canned foods and dry goods donations will be donated to area shelters and community service agencies to help families during the Thanksgiving season. (See the list of drop off locations on page 6.)

G.P.S.P.'s Thanksgiving Dinner

Come out to celebrate Thanksgiving dinner with your neighbors. Turkey, stuffing, and other signature Thanksgiving dishes will be provided. Each plate will be \$2. The dinner will be held on Sunday, November 19, 5-7 p.m. in Michael Murray Lounge (formerly the Red Room) in Sansom Place East, ground floor. E-mail ourplace@pobox.upenn.edu.

International House Potluck

Experience this American tradition together with friends, as you share your favorite native food with I-House residents on Sunday, November 19, 1 p.m. Members eat for free if they bring a dish, otherwise \$5. Please RSVP by Wednesday, November 15: (215) 895-6533.

Thanksgiving Floral Design Class

Morris Arboretum is offering a seasonal design class, *Floral Turkey Thanksgiving Centerpiece*. Designed with a



wonderful assortment of fresh and dried flowers, your finished arrangement is sure to be the hit of the Thanksgiving table. Sunday, November 19, 1-3 p.m. Cost: \$42, \$38/members. To register,

or for more information, call (215) 247-5777 ext. 156.

PennFit Events

PennFit is a healthy lifestyle program open free to the entire University community—faculty, staff, and students. Two sessions are being offered in relation to the holiday: December 5, *Keeping Off the Winter Pounds (Part I)*; noon-1 p.m. and December 7, *Keeping Off the Winter Pounds (Part II)*; noon-1 p.m. Events take place at Pottruck Center. Register at www.upenn.edu/recreation/programs/pennfit.htm.

Library Holiday Hours

Thanksgiving hours for the Van Pelt-Dietrich Library will be as follows:

Wednesday, November 22: 8:30 a.m.-6 p.m.

Thursday, November 23: Closed

Friday, November 24: 10 a.m.-5 p.m.

Saturday, November 25: 10 a.m.-6 p.m.

Sunday, November 26: 10 a.m.-midnight.

For hours of the many departmental and other campus libraries see <http://events.library.upenn.edu/cgi-bin/calendar.cgi>.

Recognized Holiday

Thanksgiving is a recognized holiday, observed by Penn on Thursday and Friday, November 23-24.

Safety and Security Tips

Tips for whether you are either 'Leaving Penn' or 'Remaining at Penn' during the Thanksgiving Break are available on *Almanac's* website at www.upenn.edu/almanac/volumes/v53/n12/thanks-events.html.

Maintain, Don't Gain!

One of the toughest times of the year for maintaining and/or losing weight is the winter holiday season, from Thanksgiving through New Year's. While the holidays are a time to rejoice, celebrate, and enjoy time with family and friends, many of these activities revolve around food.

Human Resources wants to help you avoid gaining weight during this challenging time by introducing our new Maintain, Don't Gain program. This holiday weight maintenance program offers:

- Pre-and post-holiday weigh-ins at convenient locations across campus (*at right*)
- A welcome packet with general information about the program and a form for tracking weight throughout the six weeks of the program
- Inspiring messages throughout the holiday time period
- Gifts for those who participate and succeed

How Does It Work?

Come to the weigh-ins before and after the holidays and keep your weight within a certain range:

- No more than a 2-pound increase for those who weigh under 175 pounds
- No more than a 3-pound increase for those who weigh 175 pounds or more

Pre- and post-holiday weights will be recorded and maintained confidentially by Independence Blue Cross (IBC) program staff. IBC will give you a record of your initial and final weigh-in amounts. You can get weighed-in at the following times and locations (room information is available upon registration):

	Pre-Holiday Weigh-In	Post-Holiday Weigh-In
SEAS	Friday, 11/17/06 10–11:45 a.m.	Thursday, 1/4/07 10–11:45 a.m.
Wharton	Friday, 11/17/06 12:15–2 p.m.	Thursday, 1/4/07 12:15–2 p.m.
Nursing	Monday, 11/20/06 10–11:45 a.m.	Friday, 1/5/07 10–11:45 a.m.
Business Services	Monday, 11/20/06 12:15–2 p.m.	Friday, 1/5/07 12:15–2 p.m.

How Can I Participate?

Pre-registration is required for participation. Pre-registration allows us to be prepared for demand. It keeps lines down and reduces wait times to a few minutes. Pre-registration also gives us the information we need to provide you with inspirational and motivating messages on how to tackle the greatest challenges during the holidays. For details on how to pre-register, go to www.hr.upenn.edu/quality/wellness/maintaindontgain.asp. If you don't have access to a computer, contact Human Resources at (215) 898-5116.

If you have any questions or need assistance, please contact Human Resources at (215) 898-5116 or suz.smith@hr.upenn.edu.

—Division of Human Resources

Close at Hand: Directory of Goods and Services in University City

University City District (UCD) partnered with the *University City Review* to publish *Close at Hand*, a neighborhood directory of goods and services in University City. This comprehensive, user-friendly, 68-page publication features 1,000 business and nonprofit listings. 20,000 copies of *Close at Hand* will be printed and distributed free of charge to residents of University City. In addition, the guide will be delivered to government officials, realtors, and hospitality groups and will be available for pick-up at many local, popular hangouts.

"Many new families and households are moving into the neighborhood and more businesses are opening up each week. Because of the need to keep information current and easily accessible, we wanted to produce an updated and expanded version of this popular neighborhood guide as a valuable resource for all who live or work in University City," says Lewis Wendell, UCD's executive director.

The publication was compiled and designed by UCD and financed with support from the Connelly Foundation and through advertisements sold by the *University City Review*. Any provider of goods or services located in University City with a phone number and address qualified for a free listing. The publication will also be available online at www.ucityphila.org and www.pressreview.net, and will be updated frequently.

To receive a complimentary copy of *Close at Hand*, call (215) 243-0555.

Creditable Coverage Prescription Drug Notice

Statement Date: November 14, 2006

Medicare requires all employers who offer group health plans with prescription drug coverage to provide this standard notice to employees and their dependents.

Generally, you become eligible for Medicare coverage when you retire and reach age 65 or when you are disabled and receiving Social Security Disability Income (SSDI) for at least 24 months. This notice is written for those who are age 65 or are disabled and are enrolled in one of Penn's retiree medical plans.

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with the University of Pennsylvania and the prescription drug coverage available for people with Medicare. It also explains the options you have under the Medicare prescription drug coverage and can help you decide whether or not you want to enroll. At the end of this notice is information about where you can get help to make decisions about your prescription drug coverage.

• Medicare's prescription drug coverage became available in 2006 to everyone with Medicare through Medicare prescription drug plans and Medicare-Advantage Plans that offer prescription drug coverage. All Medicare prescription drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.

• The University of Pennsylvania has determined that the prescription drug coverage offered by the University of Pennsylvania Retiree Health Plan is, on average for all plan participants, expected to pay out as much as the standard Medicare prescription drug coverage will pay and is considered Creditable Coverage.

Because your existing coverage is on average at least as good as the standard Medicare prescription drug coverage, you can keep this coverage and not pay extra if you later decide to enroll in Medicare's prescription drug coverage.

Individuals can enroll in a Medicare prescription drug plan when they first become el-

igible for Medicare and each year from November 15 through December 31. Beneficiaries leaving employer/union coverage may be eligible for a Special Enrollment Period to sign up for a Medicare prescription drug plan. You should compare your current coverage, including which drugs are covered, with the coverage and cost of the plans offering Medicare prescription drug coverage in your area. If you decide to enroll in a Medicare prescription drug plan and drop your University of Pennsylvania prescription drug coverage, be aware that you and your dependents cannot get this coverage back.

Please contact Retiree Assist (the University's retiree medical administrator) at 1-866-789-7366 for more information about what happens to your coverage if you enroll in a Medicare prescription drug plan.

You should also know that if you drop or lose your coverage with the University of Pennsylvania and don't enroll in Medicare prescription drug coverage after your current coverage ends, you may pay more (a penalty) to enroll in Medicare's prescription drug coverage later.

If you go 63 days or longer without prescription drug coverage that's at least as good as Medicare's prescription drug coverage, your monthly premium will go up at least 1% per month for every month that you did not have that coverage. For example, if you go nineteen months without coverage, your premium will always be at least 19% higher than what many other people pay. You'll have to pay this higher premium as long

as you have Medicare prescription drug coverage. In addition, you may have to wait until the following November to enroll.

NOTE: You will receive this notice annually and at other times in the future such as before the next period you can enroll in Medicare prescription drug coverage, and if this coverage through the University of Pennsylvania changes. You also may request a copy of this notice.

For more information about your options under Medicare's prescription drug coverage...

More detailed information about Medicare plans that offer prescription drug coverage is in the *Medicare & You* handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare prescription drug plans. For more information about Medicare prescription drug plans:

- Visit www.medicare.gov.
- Call your State Health Insurance Assistance Program (see your copy of the *Medicare & You* handbook for their telephone number) for personalized help.
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

For people with limited income and resources, extra help paying for Medicare prescription drug coverage is available. Information about this extra help is available from the Social Security Administration online at www.socialsecurity.gov, or you may call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember to keep this notice. If you enroll in one of the new plans approved by Medicare which offer prescription drug coverage, you may be required to provide a copy of this notice when you join to show that you are not required to pay a higher premium amount.

—Division of Human Resources

www.upenn.edu/almanac 5



Last Week to Participate

Penn's goal of \$550,000, matched with the UPHS goal of \$450,000, will bring the total Campaign up to 1 million dollars...a First for Penn. As of November 9, Penn's Way has generated a combined total of \$841,606.43—84% of the total goal! There are exactly 3 days left for you to participate. For assistance, please contact your school/center's Penn's Way coordinator listed at www.upenn.edu/pennsway/coordinators.html.

Week Six Winners: will be published in next week's issue. Winners should contact Tracey Napolitano at tnapolitano@publicsafety.upenn.edu or (215) 573-7857 to arrange for prize pick-up.

Volunteer Opportunities

Dear Penn Community,

In our continued efforts to be good neighbors, Penn Volunteers In Public Service (Penn VIPS) offers a list of volunteer opportunities. These community service opportunities are developed from the many requests we get from the surrounding community to be partners.

If your department is replacing used equipment, materials or furniture that are still viable, please consider donating it to our surrounding community. Send me an e-mail at sammapp@pobox.upenn.edu and I will share the information with our community partners.

—Isabel Mapp, Associate Director, Faculty, Staff & Alumni Volunteer Services,
Director, Penn Volunteers in Public Service, Center for Community Partnerships

Thanksgiving Food Drive: Now Through November 20. You too can make a contribution to help out during the Thanksgiving holidays. Please join us in the Annual Penn Volunteers In Public Service Food Drive. Your canned and dry goods donations will be donated to area shelters and community service agencies to help families during the Thanksgiving season.

Please see the list below for a convenient location to drop off your donations.

Museum Reception Desk	Near Kress Gallery	Bonnie Crossfield	898-4001
Women's Center	3643 Locust Walk	Gloria Gay	898-8611
Af-Am Resource Center	3537 Locust Walk	Afi Heywood	898-0104
Engineering	107 Towne Building	Ellen V. Russell	898-7244
SAS	120 Logan Hall	Kristin Davidson	573-3416
Van Pelt-Dietrich Library	Shared Catalogue Dept.	Rachelle Nelson	898-9048
Renal Division	700 Clinical Research Building	Yvonne McClean Florence	898-1018
ISC	3401 Walnut Street, Suite 265C	Doris Pate	573-6803
Wharton	1000 SH-DH	Jennifer O'Keefe	898-1092
Claire M. Fagin Hall	4th Floor Mailroom	Donna Milici	573-0747
ULAR	220 S. 40th Street	Mary Jo Pauxtis	898-4902
Political Science	217 Stiteler Hall	Marcia Dotson	898-7641
ISC	203A Sansom West	Kathy Ritchie	573-3561
Houston Hall	Information Desk	Tara Carroll	573-5011
VPUL	3611 Locust Walk	Patricia Ravenell	898-5337
University Club	3611 Walnut/Inn at Penn	Natalia Swavely	898-4618
CCP	133 South 36th/5th Floor	Isabel Mapp	898-2020
Graduate Student Center	3615 Locust Walk	DeAnna Cheung	746-6868
Cell & Dev. Biology	1157 BRB II/III	Kim Walls	898-8045
Law School	Silverman, Rm. 145	L'Tanya Nelson	898-7144
Human Resources	3401 Walnut Street, Suite 538A	Darcell Griffith	898-6884
Linguistics	619 Williams Hall	Amy Forsyth	898-6046
School of Medicine	233 Blockley Hall	Larissa Mogano/ Sharon Connolly	898-2876

Do Something Good: Become a Mentor. Join Penn VIPS Workplace Mentoring Program and mentor a 6th grade student from Shaw Middle School. The program will operate from January to May and only requires a commitment of a few hours once a month. All meetings are held on campus. Training and orientation will be provided.

People's Emergency Shelter needs you to volunteer. Volunteer to organize a drive; help out at community events; be a literacy tutor; help kids with their homework. The shelter is located within walking distance of the University, near 39th & Spring Garden Streets.

Annual Penn VIPS Winter Coat Drive: Now through December 12. Does your gently used winter coat still have some serviceable miles on it? Warm coats in good condition continue to be needed by a number of charitable organizations in the Philadelphia area. The Department of Linguistics is working with the Penn VIPS, Center for Community Partnerships office, in organizing our 6th Annual Winter Coat Drive. If you have a gently used coat (or coats) to donate to our drive, they can be brought to one of the three locations listed below. We do not have the facilities or funds to clean donated items. Freshly laundered or dry cleaned items only. Last year we collected more than 100 coats! Thank you for your continued support.

Linguistics	Room 619 Williams Hall	Amy Forsyth	898-6046
CCP	Suite 504, 133 S. 36th Street	Isabel Mapp	898-2020
Physics & Astronomy	2E11—DRL, 209 S. 33rd Street	Vivian Hasiuk	898-5954

Grand Prize Raffle

In order to be considered for the Grand Prize Drawing for the Dell D620 laptop computer from the Computer Connection pledges must be made electronically before 5 p.m., or paper pledges by noon on *Friday, November 17*.

The winner of the November 20 Grand Prize Drawing will be posted on Penn's Way website, www.upenn.edu/pennsway/ and in *Almanac*.

The specifications of the Grand Prize : Intel Core Duo 1.66GHz T2300 processor; Microsoft Windows XP Pro; 1 GB RAM; 60 GB Hard Drive; Widescreen 14" WXGA Display; plays and burns CD's, plays DVD's; Intel Graphics Media Accelerator 950; wireless; Gigabit Ethernet; Modem; warranty: 3-year next business day, at home service, plus accidental damage coverage. Retail value is \$1099!

Penn's Way 2007

Week Five Raffle Winners

Marisa Craybas, Biobehavioral and Health Sciences—Cosi lunch for two: beverage and salad/sandwich certificates

Teresa Dziomba, Human Resources—(2) Books of 10 passes to the Class of 1923 Ice Rink from Athletics

Gwendolyn Nissel-Marshall, HUP—*The University of Pennsylvania: A Photographic Portrait* from Creative Communications

Ivory Correll, HUP Payroll—\$50 Picnic gift certificate

Pamela Anger, CPUP—\$100 Penne gift certificate from the Inn at Penn

Gayle Gaskin, Creative Communications—Painter pack: \$50 gift card to Finnaren & Haley paint or product and \$50 to Home Depot

Tawney Ayers, HUP—\$100 gift certificate to Toppers Spa

Darlene Fry, Presbyterian Medical Center—Sports Pack 8: Men's Basketball, a pair of tickets to Penn vs. Columbia, 2/16/07; Women's Basketball, a pair of tickets to Penn vs. Yale, 2/3/07 from Athletics

Joseph Santo, ISC Network Operations—Sports Pack 9: Men's Basketball, a pair of tickets to Penn vs. Columbia, 2/16/07; Women's Basketball, a pair of tickets to Penn vs. Princeton, 1/6/07 from Athletics

Alice Wright, HUP—Sports Pack 10: Men's Basketball, a pair of tickets to Penn vs. Cornell, 2/17/07; Women's Basketball, a pair of tickets to Penn vs. Harvard, 2/23/07 from Athletics

Steve Marcus, Social Policy & Practice—Sports Pack 11: Men's Basketball, a pair of tickets to Penn vs. Yale, 3/2/07; Women's Basketball, a pair of tickets to Penn vs. Harvard, 2/23/07 from Athletics

One Step Ahead

Security & Privacy
Made Simple

Another tip in a series provided by the
Offices of Information Systems & Computing
and Audit, Compliance & Privacy.

Who Has Access to Systems? Think about it!

Many—maybe most—people at Penn have a need for access to information systems with some sort of confidential data. But think about who, in most cases, doesn't need and shouldn't have that access:

- Terminated employees
- Employees who haven't used the system in a very long time
- Employees who have changed job functions and no longer need access for their new role

Shutting down an account that is no longer needed goes very far in protecting the privacy of the data in that system.

System owners should periodically—at least quarterly—review access privileges and eliminate unnecessary accounts. In addition, supervisors should ensure that as employees leave the University or change jobs, system access for those employees is reviewed and, where appropriate, terminated.

For assistance, contact:

Data Administration, Amy Miller at
milleraa@isc.upenn.edu
Human Resources, Gary Truhlar at
truhlar@hr.upenn.edu

For additional tips, see the One Step Ahead link on the Information Security website:
www.upenn.edu/computing/security/.

Update

November AT PENN

FITNESS/LEARNING

Office of Community Housing

Brown Bag Seminars noon-1 or 1-2 p.m.;
Register: aandrea@pobox.upenn.edu.

- 14 Money Management/Money Sense.
- 15 Buy and Rehab Investment Properties.
- 16 Refinancing Your Home.
- 17 Agreement of Sale.

LOCATION CHANGE

The talk, *Pharmaceutical Testing and Evidence Making: An Ethnography of the Globalized Clinical Trial*, on November 21 at 4:30 p.m. will take place in rm. 350, Jon M. Huntsman Hall.

TALKS

15 Career Opportunities in the Language Profession; Marica Angelides, Esq.; 5 p.m.; rm. 543, Williams Hall (Center for Italian Studies).

16 Radiobiological Effects of Dehydroepiandrosterone (DHEA) and Related Steroids; Stephen W. Tuttle, radiation oncology; noon; rm 196A, John Morgan Bldg. (Radiation Oncology).

Brain, Beliefs, and Ethics; Andrew Newberg, radiology; 4 p.m.; Ben Franklin Room, Houston Hall (Center for Cognitive Neuroscience).

Deadlines: The deadline for the weekly Update is every Monday, for the following Tuesday's issue. Next week's Update will extend through the end of November. The deadline for the January AT PENN calendar is Tuesday, December 5. For information see www.upenn.edu/almanac/calendar/caldead-real.html.

Ed. Note: *Almanac* will not be published on Tuesday, November 28. *Almanac* will resume weekly publication on Tuesday, December 5 and will publish through Tuesday, December 19.

CLASSIFIEDS—UNIVERSITY

RESEARCH

Penn's Depression Research Unit is conducting research into **non-hormonal, herbal treatments for peri and post menopausal anxiety symptoms**. Symptoms of menopause may include: nervousness, tension, sleep difficulty, concentration problems, mood changes and hot flashes. Those who qualify will receive an initial evaluation and may take part in a research study with Black Cohosh for up to 3 months. For more information call the DRU at (215) 662-3462.

60 years of age or more? Sleeping less than normal lately? Have lots of energy? Feeling really good or really irritable? Distractible? Thoughts racing by? Engaging in lots of activities, even risky ones? You may be interested in learning about participation in a clinical research program that is currently being conducted at the Bipolar Disorders Program of the University of Pennsylvania Medical Center. Study participants receive free consultation, investigational medication and all study-related tests at no cost. Compensation available for time & travel. To learn more about this study, please call Stacy at (215) 746-6414.

Penn's Depression Research Unit is conducting research into **alternative, herbal treatments of anxiety**. Symptoms of anxiety may include: nervousness, tension, difficulty relaxing, excessive worrying and sleep problems. Those who qualify will receive an initial evaluation and may take part in a research study with Chamomile for up to 8 weeks. For more information call the DRU at (215) 662-3462.

Investigation of a Food Supplement to Increase Energy. Dr. Patrick LaRocca, at the University of Pennsylvania School of Medicine is investigating a food supplement that may increase energy in healthy individuals 45-65 years of age. The study is 9 weeks in duration, requires 3 office visits, weekly phone calls, and answering questions on very short questionnaires. All subjects will receive both active product and placebo at some time or times during the study. There are no charges to the subjects. Subjects who complete the study can elect to receive a two-month supply of the active product free of charge. Subjects must be free of major illnesses and diseases that are associated with fatigue such as cancer, chronic fatigue syndrome, major depression and fibromyalgia. Call (215) 662-8988 for information.

Almanac is not responsible for contents of classified ad material.

Submissions for classified ads are due every Thursday for the following Tuesday's issue.

For information call (215) 898-5274 or visit www.upenn.edu/almanac/faqs.html#ad.

Penn Bookstore Survey

Participate in a Penn Bookstore survey at www.upenn.edu/survey/bookstore for a chance to win a \$100 gift card to the Bookstore.

—Penn Bookstore



Subscribe to Express Almanac

Sign up to receive e-mail notification when we post breaking news between issues. Send an e-mail to listserv@lists.upenn.edu with "subscribe e-almanac <your full-name>" in the body of the message. —Ed.

More Back Issues Now on Web

Pre-web *Almanac* issues in a searchable PDF format are now available from the academic years 1992-1993, 1993-1994, and 1994-1995 at www.upenn.edu/almanac/issues/archive.html.

The University of Pennsylvania Police Department Community Crime Report

About the Crime Report: Below are all Crimes Against Persons and Crimes Against Society from the campus report for **October 30-November 5, 2006**. Also reported were 18 Crimes Against Property (including 9 thefts, 3 burglaries, 2 acts of fraud, 2 acts of vandalism and 2 auto thefts). Full reports are available at: www.upenn.edu/almanac/volumes/v53/n12/creport.html. Prior weeks' reports are also online. —Ed.

This summary is prepared by the Division of Public Safety and includes all criminal incidents reported and made known to the University Police Department between the dates of **October 30-November 5, 2006**. The University Police actively patrol from Market Street to Baltimore Avenue and from the Schuylkill River to 43rd Street in conjunction with the Philadelphia Police. In this effort to provide you with a thorough and accurate report on public safety concerns, we hope that your increased awareness will lessen the opportunity for crime. For any concerns or suggestions regarding this report, please call the Division of Public Safety at (215) 898-4482.

10/31/06	12:09 AM	315 41st St	Male cited for liquor law violation
10/31/06	2:43 AM	106 33rd St	Male wanted on warrant/issued new court date
10/31/06	11:52 AM	3801 Chestnut St	Male assaulted inside establishment
10/31/06	6:30 PM	300 34th St	Male cited for disorderly conduct
11/01/06	1:33 AM	38th St	Complainant robbed by 2 males
11/02/06	1:43 PM		Confidential Report
11/02/06	9:03 PM	3549 Chestnut St	Male cited for disorderly conduct
11/03/06	11:00 AM	4131 Chestnut St	Complainant assaulted by male/Arrest
11/04/06	12:49 AM	200 40th St	Female driving while intoxicated/Arrest
11/05/06	2:13 AM	4000 Walnut St	Male cited for disorderly conduct

18th District Report

11 incidents with 5 arrests (including 8 robberies and 3 aggravated assaults) were reported between **October 30-November 5** by the 18th District covering the Schuylkill River to 49th St. & Market St. to Woodland Ave.

10/30/06	6:59 PM	4513 Larchwood	Robbery
10/30/06	8:06 PM	4600 Sansom St	Robbery
10/31/06	7:30 PM	24 43rd St	Robbery/Arrest
10/31/06	11:30 PM	4022 Market St	Robbery
11/01/06	5:30 AM	4700 Rienhard St	Aggravated Assault
11/01/06	7:45 PM	4500 Sansom St	Robbery
11/01/06	10:30 PM	4710 Locust St	Robbery
11/03/06	10:56 AM	4131 Chestnut St	Aggravated Assault/Arrest
11/05/06	8:25 PM	4700 Pine St	Robbery/Arrest
11/05/06	8:29 PM	4730 Pine St	Robbery/Arrest
11/05/06	11:55 PM	431 45th St	Aggravated Assault/Arrest



Almanac

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Phone: (215) 898-5274 or 5275 FAX: (215) 898-9137
E-Mail: almanac@pobox.upenn.edu
URL: www.upenn.edu/almanac

The University of Pennsylvania's journal of record, opinion and news is published Tuesdays during the academic year, and as needed during summer and holiday breaks. Its electronic editions on the Internet (accessible through the PennWeb) include HTML and Acrobat versions of the print edition, and interim information may be posted in electronic-only form. Guidelines for readers and contributors are available on request and online.

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The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, sex, sexual orientation, gender identity, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of educational policies, programs or activities; admissions policies; scholarship and loan awards; athletic; or other University administered programs or employment. Questions or complaints regarding this policy should be directed to Jeanne Arnold, Executive Director, Office of Affirmative Action, 3600 Chestnut Street, 2nd floor, Philadelphia, PA 19104-6106 or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

Conjugating Diversity

Herman Beavers

"This is a class that uses a whole bunch of big words to talk about a whole bunch of nothing." "He sees racism everywhere." "Didn't like class because I didn't like the professor." "If you're white, don't take the course." These are some of the many comments I've received over the years on my course evaluations and just the act of writing them causes me to relive the sting that comes from reading criticism that is neither productive nor constructive, but is, sadly, mean-spirited and shallow. What I would suggest is that both the frustration of my students and my own thin-skinned response to their harsh criticism arise because courses that confront issues of diversity cannot help but be construed as melodrama.

Which is to say that courses seeking to chronicle the odyssey of cultural diversity are often perceived as exercises in reversing social polarities, whereby those at the center are either replaced or condemned by those at the margins. In a moment when technological advancements like the Internet, the iPod, and the cell phone have fundamentally altered how we communicate and destabilized the instruments we use to articulate a social identity, to relate the fact that the U.S. is also, at this very moment, growing even more deeply divided along notions of race (which is reflected in housing patterns, schools, and socioeconomic indicators) is nothing if not demoralizing. After all, didn't *The Cosby Show* insist that harping on racial difference was passé? Didn't Rodney King, in the aftermath of being beaten senseless by a group of Los Angeles policemen, ask the question, "Can't we all get along?"

All this obfuscates what I think is the more deeply rooted issue at hand. We tend to view the notion of diversity as a noun, as a signifier of variety that is both welcome and instantly understood. In my African American Literature survey, I strive to help students understand that the black community is by no means a monolith and that African American identity is much more fluid than fixed. I like to teach on a regular basis two of Robert Hayden's poems "Frederick Douglass" and "American Journal." Formally speaking, they bear no resemblance to each other: one is a sonnet, the other more experimental in form; one commemorates the life of one of the most important figures in the 19th century, the other is written from the point of view of an outsider. But taken together, these two poems seek to communicate the nature of freedom and its complexity, if not its cost. In the former, Hayden insists that freedom in the United States will only exist "when it is truly instinct, brain matter, diastole, systole/reflex action..." and in the latter, writing from the point of view of a visitor from another planet, he observes "america as much a problem in metaphysics as/it is a nation earthly entity iota in our/galaxy an organism that changes even as i/examine it." By adopting an alien's perspective, Hayden suggests that American identity politics and exceptionalism constitute mere presumption in the galactic sense. What distinguishes these poems is the way each communicates an investment in inclusiveness, the body politic wrought whole. The substance of how we will be judged as a nation, Hayden decides, is not whether we commemorate Frederick Douglass through conventional means, but rather on the quality of those "lives grown out of his life, the lives/fleshing his dream of the beautiful, needful thing." His "alien" participant/observer realizes that, "despite the tensions i breath in i am attracted to/the vigorous americans." When we undertake to teach courses that point up, to paraphrase Mark Twain, the chasm between our ideals and our conduct, we do so with the knowledge that the United States has yet to realize fully the words found in what Ralph Ellison liked to refer to as the "sacred documents." Teaching Hayden's poems

allows the class to confront the notion that America's irreconcilability is also its greatest possibility.

When we teach courses that foreground the dilemma of diversity, we do so because we see the importance of situating students in a different context. It is a context in which students become participants, not spectators. Viewing them as such is to declare that there is a body of knowledge that belongs to them and for political reasons has been withheld. Two years ago, during the Africana Studies Summer Institute, we screened a documentary on the murder of Emmett Till. In the discussion that followed, students from a variety of racial and cultural backgrounds, many of whom had never learned about Till, attempted to come to grips with the film's depiction of racial brutality. What could have become a polarized free-for-all became instead a moment where the students cohered into a learning community. And this simply because a Jewish student raised his hand and asked, "Why wasn't I taught this?" As Linda Williams has pointed out, melodrama seeks to make legible an occulted moral truth to assign guilt and innocence.¹ The best teaching in instances like the one described above eschews binaries of this sort and seeks, as it were, to refine how we ask questions and to what end. Because the graduate students leading the Institute discussion waited a moment and avoided the melodramatic (and perhaps more lively) discussion about racial victimization, the most important question emerged from the students.

When I find myself on the proverbial high horse, upset that students fail to value what I have to offer, it becomes very important for me to remember that were it not for a handful of student activists on college campuses a generation ago, who demanded that courses be taught that highlighted the travails and triumphs of people of color, women, gays and lesbians, Latino/as, and Asian Americans, I would not be a member of this community. They did not do this simply because they sought to be disruptive. Nor did they insist on these courses because they understood their history in hagiographical terms. They did so, even if they could not have articulated it thus, because the curriculum did not reflect the complexity they encountered on an everyday basis.

A university's curriculum is not a tally sheet. And implementing the "diversity requirement" will not be cause for self-congratulation. The university is a space in which we work to conjugate diversity which means that it is simply not possible to examine the forces that have shaped the United States without some measure of uneasiness (if not outright hostility). Though I often have discussions with colleagues who point to their own frustrating evaluations, what has emerged are fascinating discussions on how to fashion a pedagogy that distinguishes between discomfort and safety, that eschews binary thinking in favor of multiple viewpoints. What is implicit in these courses—both those that currently exist and those yet to be taught—is that one cannot gain an understanding of how a society works without due consideration for the ways that it has failed, or is failing. Confronting this does not mean that we are resigned to pessimism. It does mean that we are involving students in a process that may not yield fruit in our classrooms, but rather in the world beyond the security of Penn. Ultimately, conjugating diversity is essential if we hope to realize the promise of the *Penn Compact*, because it assumes that diversity is not a noun but a verb.

¹ Linda Williams. *Playing the Race Card: Melodramas in Black and White from Uncle Tom to O.J. Simpson*. Princeton, NJ: Princeton University Press, 2001. p. 25.

Dr. Herman Beavers is associate professor of English.

This essay continues the series that began in the fall of 1994 as the joint creation of the College of Arts and Sciences and the Lindback Society for Distinguished Teaching.

See www.upenn.edu/almanac/teach/teachall.html for the previous essays.